

ADMINISTRATIVE - INTERNAL USE ONLY

DDA 87-1397

6 July 1987

NOTE FOR: Director of Personnel

FROM:

EXA/DDA

DDA SUBJECT FILE COPY

SUBJECT: FYI - ADDA Lunch With DA Summer Fellows

Ted,

Hank Mahoney and I had lunch on 1 July with and the four DA summer fellows. They are a lively bunch, and we had an interesting hour and a half with them. I'm writing this note just to pass along a few comments made during the lunch.

Two of the four professors said that their assigned components were ready for them and had short-term jobs already identified when they EODed. Two said that their assigned components were undergoing internal reorganization and thus seemed unprepared for their arrival. All four felt that they were assigned interesting work which would be useful experience in their job as college professors. One of the four expressed concerns that she was given very little input into the types of work which she would personally find rewarding.

We asked the professors about their personal reasons for applying for a summer fellowship at the Agency. Three were looking for experiences to broaden their background; one was looking for a new job.

We asked them for suggestions to help us to improve our Summer Fellowship Program. One primary recommendation was to inform the professors much earlier in the selection process, before they EODed, as to which component they would be assigned and the generic type of work they would be doing. One of the professors had assumed she would be working in the DI on Chinese economics, and thus she had been studying that topic before she came on board. She was surprised to find herself assigned to OIT instead, doing a marketing survey for the management staff. Could you look into our policy for handling summer fellows (and perhaps co-ops as well) to see what we generally tell them about their assigned offices and jobs before they EOD. Thanks.

All of the professors thought it was strange that we would give them one medical exam before they EODed and "another physical" just before they left. Hank explained that they really had only the first half of the physical exam before they EODed and that this next part was the second half. But their comments did raise an interesting question: Why bother giving the professors the second half only a few days before they go back to their colleges? For that matter, why given them a full medical exam at all? Hank asked me to raise this with OMS.

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These professors felt that the Agency's Summer Fellows Program was a good way to reach minority students through their college professors. All four said they would encourage their future students to consider working for the Agency as a career.

Hank told the professors that he or Bill Donnelly would meet with each of them again at the end of their summer tour to hear their impressions then. I think the lunch went well and suggest we make it a standing practice in the future.

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